

Do You Fit Your Job? Character Analyst Kibby Will Help You Decide

Expert for Big Business Concerns
To Give Evening World Readers
Benefit of His Experience.

In Series of Articles Will Analyze Each Vocation, Giving Necessary Qualifications of Person Who Should Follow It, and One Who Is Unsuitable to It.

By John Cutting.

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Eighty per cent. of American business men do not find their work.—William Judson Kibby.

HIS startling remark was made to me yesterday by Mr. Kibby, a character analyst of thirteen years' experience in analyzing the character of executives in scores of industrial and commercial corporations in a dozen of the big cities of the United States. When a big concern contemplates a reorganization of its personnel, invariably the first move is to call in Kibby. Some of Mr. Kibby's clients are the United States Rubber Company, the Irving National Bank, the Guaranty Trust Company, Cross & Brown, the Diamond Match Company, the General Electric Company, Sherwin & Williams, paint manufacturers; J. Walter Thompson Company, advertising agents, and the United States Gas Defense Plant at Long Island City.

Mr. Kibby is going to tell Evening World readers whether or not they are fitted for the vocations they are now following. Beginning next Monday, there will be one article each week giving the necessary qualifications for a score of the commonest vocations. Mr. Kibby will analyze each vocation. He will also prepare a chart which should prove invaluable to the readers in determining whether they are capable of developing the maximum of efficiency in that vocation.

The writer had heard so much of the uncanny analyses which Mr. Kibby had made of men totally unknown to him, and which proved 90 per cent. correct, according to friends of the men analyzed and the admissions of the men who were put through the test, that after he had been talking to Mr. Kibby for ten minutes, he himself asked for an analysis.

The character analyst quickly took from his pocket three crayons—black, blue and red. He began checking on a printed chart, containing eight classifications and seventy-five subdivisions. He did not ask me a single question, but in fifteen minutes handed back the chart and explained the checks. Red checks suggested restraint in the classifications checked; blue should be cultivated, and black was O. K. So far as the writer has been able to analyze himself, Mr. Kibby's chart was 99 per cent. correct.

For the benefit of Evening World readers who may be interested in knowing what qualifications are considered in making application for a job with a big concern, Mr. Kibby's confidential chart is hereby reproduced. Study it closely and find your own weak points. There are four grades for checking the element of strength—or lack of it—high, strong, medium and small. Below is reproduced Mr. Kibby's confidential chart which the industrial analyst uses. This chart has been responsible for diverting bank clerks to steel mills, and bookkeepers to landscape gardening. Here is the chart, with the general classifications and the scores of sub-divisions in the order of their significance:

Personal Appearance.
Carriage, cleanliness, dress, portly, stout, medium, thin.

Temperament.
Adaptability, cheerfulness, aggressive, combative, conscientious, critical, nervous, enthusiastic, sense of responsibility, sensitive, affection, tact and consideration, thoroughness.

Physical.
Habit: (a) smoking, (b) gambling, (c) drinking, (d) health and reserve power.

Mental.
Ability to reason, analytic, order and method, capacity, common sense, concentration, decision, initiative, judgment, faculties of observation, presentation, self or subject.

Quality.
(a) Texture, (b) strain.

General (All-Round Qualities).
Ability to make friends, breadth of view, conventional ability, detail man, individualistic, co-operative, executive ability, manager type.

Selling.
(a) Distributing type, (b) diversified type, (c) conserving type, sense of



W. J. KIBBY.

proportion, sociability—mixer—democratic; resourcefulness, versatility, eliciting co-operation.

Some of the principles that Mr. Kibby uses in making his analyses are startling, and yet, if space would permit in this article, the reader would wonder why such simple observations of the analyst and dozens of true-to-form rules of psychology have proved almost infallible in the thousands of men whom Mr. Kibby has "charted."

After giving thoughtful consideration to Mr. Kibby's future vocational analysis (of course you MUST be absolutely honest with yourself), it should prove an easy task to determine what trade or profession you would best be fitted for. If you are already employed, the vocational chart of vital questions will soon convince you that you are in the right job—or that you are a square peg trying to fit in a round hole.

The first of Mr. Kibby's articles will appear on this page Monday.

The Jarr Family

By Roy L. McCardell

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"CORA HICKETT's brother is back," said Mrs. Jarr at the breakfast table. "When he came home the other evening there he was."

"Was it a pleasant surprise?" Mr. Jarr asked.

"I can't say that it was," replied Mrs. Jarr. "She came home from a society wedding all tired and hysterical at the way she had been treated by the police. She's going to write to the Mayor about it."

"How could she be tired?" asked Mr. Jarr. "You told me the other day that Miss Hickett was going to the wedding in a taxi."

"So she did. She thought it a perfectly lovely idea, but the police wouldn't let her taxi stand in front of the church. They told her if she was a guest to get out and present her card, and if she wasn't a guest her taxi would have to move on."

"Wasn't she a guest?" asked Mr. Jarr.

"Yes, she was. When she spoke of her having engaged a taxi to go to the nuptials, she wrote asking for an invita-

tion," replied Mrs. Jarr. "but she didn't get an invitation. And so when the police told the taxi driver he couldn't stand in front of the church Cora had to get out. And if you could have heard her tell how that crowd of curious women outside the church behaved! There was a funeral going on in the chapel next to the church, and a lot of the women crowded into the funeral, pretending to cry bitterly as though they were family friends, but once inside the chapel they saw a door open leading to the church, and the way they rushed to get into the church, Cora says, was something shameful."

"Cora says that she at least pretended to be a friend of the deceased to the very last, and when she did go through the door from the chapel where the funeral was being held into the church, which was decorated for the wedding, she did it on tiptoe, and to the last moment, so no one would think she was an overcomer at the loss of a friend that she had become dazed and, in endeavoring to reach the open air, went into the church by mistake."

"That was considerate of her, wasn't it?" asked Mr. Jarr.

"I'm glad to hear you say so," was the reply. "Before I'd push myself in that way, I'd never attend a fashionable wedding. I know if I went to the expense of hiring a taxi I would have waited till the guests began to arrive and pretended to have forgotten my card of admission. Coming nicely dressed in a taxi cab that way one might have slipped into the church in the confusion."

"Miss Hickett did not leave the scene after being put out of the church?" asked Mr. Jarr.

"She did not," said Mrs. Jarr. "She clung to the railings outside with a lot of the other women, but the police pried their hands loose and didn't seem to care how much they hurt any one—brutes!"

"But what has that to do with Cora?" asked Mr. Jarr.

"Cora says that she at least pretended to be a friend of the deceased to the very last, and when she did go through the door from the chapel where the funeral was being held into the church, which was decorated for the wedding, she did it on tiptoe, and to the last moment, so no one would think she was an overcomer at the loss of a friend that she had become dazed and, in endeavoring to reach the open air, went into the church by mistake."

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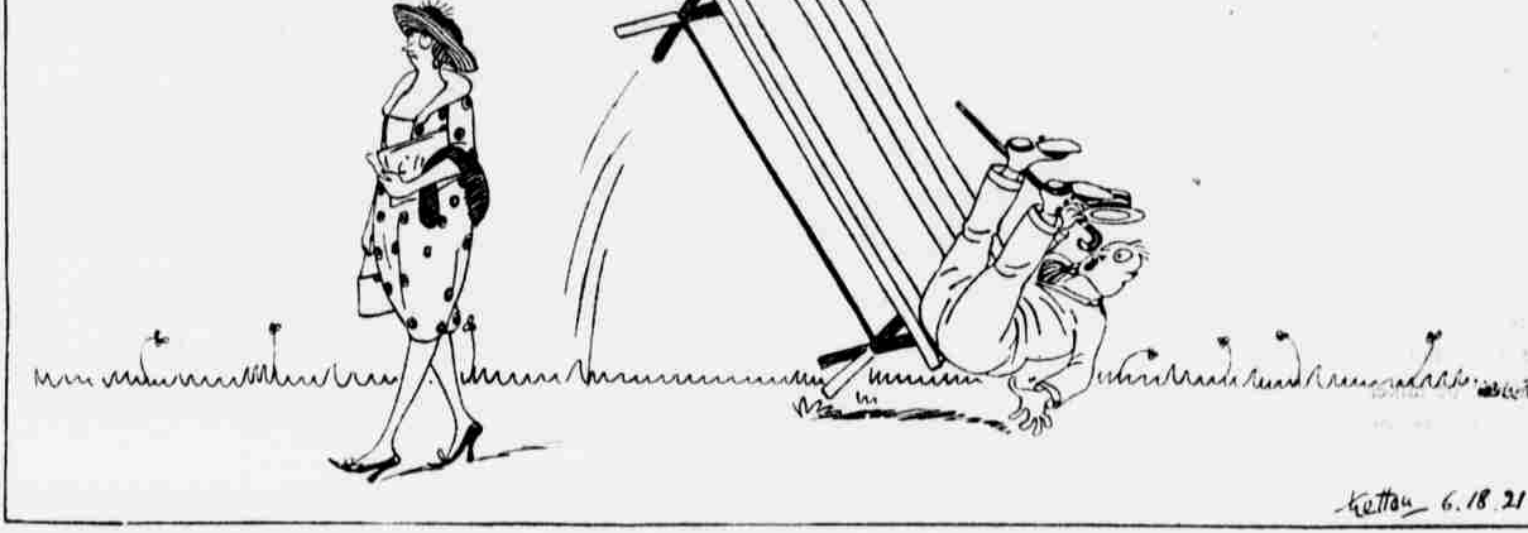
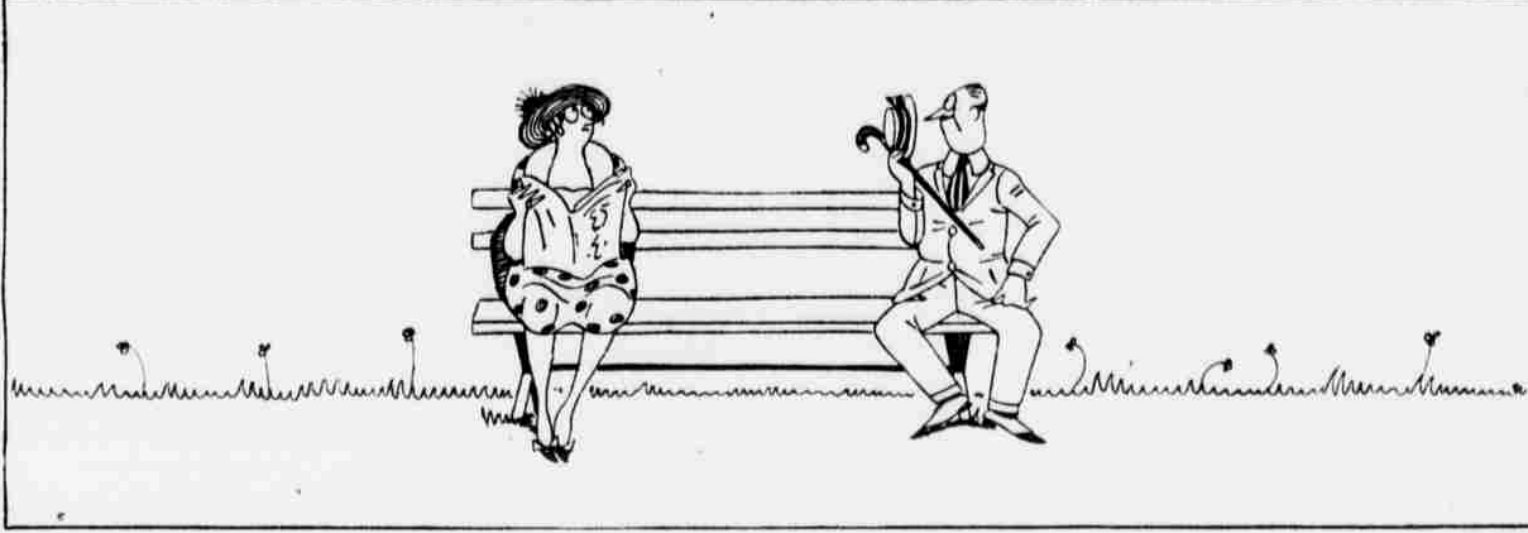
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DAILY MAGAZINE

Can You Beat It!

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By Maurice Ketten



The Female of the Species

By Neal R. O'Hara

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THE female of the species is more killing than the male. Always. Kipling said a vulture that time. From Eve to September Morn, and then some, the gals have done the deadly work. Man has triumphed over matter, but Lady has triumphed over both. No guy ever flashed the stamina of woman in her daily rounds of duty. Voila and viz:

AT THE TELEPHONE.—When the receiver goes into the hands of lovely woman you get a free sample of eternity. She gives a longer performance with one ring than Barnum did with three. A dame can consume thirty-five minutes ordering a can of salmon. Social conversations leave on the half-hour, making connections with friends, acquaintances, hussies and points West. The evening sessions with pay-station Romeos is the modern reason why girls don't leave home.

When a wren starts looking up telephone numbers there are no blanks. Any number will do. Central isn't lying when she says the line is busy. It's only some debutante telling a pal what she had on at the dance. And it takes her fifty-five minutes to describe two square yards of chiffon, a pair of silk stockings and some satin pumps. A telephone number is a valuable asset, but when a Jane's on the line just try and get it! And it's the woman that pays and pays and pays when she starts on a pay-station call.

AT THE BOX OFFICE.—"Have you any good

WHAT DO YOU KNOW?

QUESTIONS.

1. In what city is Western Reserve University located?
2. Of what continent is the mandrill a native?
3. What feast, kept by the ancient Romans, has become a byword for disorder and debauch?
4. In which direction does the Equator lie from Australia?
5. Who was the author of "Tom Brown at Oxford"?
6. For what purpose do bees gather honey?
7. What two French brothers were famous tapestry makers of the fifteenth century?
8. What is the State flower of Rhode Island?
9. By what name is the American bison more commonly called?
10. What is a lapsus linguae?

ANSWERS.

1. Cleveland. 2. Africa. 3. Saturnalia. 4. North. 5. Thomas Hughes. 6. Food. 7. Jean and Gilles Gobelin. 8. Violet. 9. Buffalo. 10. Slip of the tongue.

seats for Saturday night? . . . Nothing further from that? . . . Oh, dear, I simply want to see this show! . . . Couldn't you possibly—I mean, won't you have any better selections later in the week? . . . Dear, dear, dear! . . . Supposing I take two in the last row? . . . Do I have to remove my hat? . . . I don't see what difference it would make. . . . Are you sure Belasco appears in this play? . . . Oh, he isn't? . . . Why, I always thought he was a dandy actor! . . . Well, they say it's good, even if he isn't in it.

"What time does the curtain go up in case I come in a taxi?" . . . Rain or shine, I suppose? . . . And are there any songs in the show? . . . Oh, just a drama? . . . No songs or anything? . . . I don't see how people go wild over that! . . . Now, where did you say those two seats were? . . . Oh, yes; and no posts in front of them, of course. . . . I forgot to ask how much they are. . . . Apiece, or for the two of them? . . . Isn't that rather expensive? . . . Oh, yes, the war tax, of course. . . . It seems everything you buy there's a war tax on. . . . And you say we can't wear our hats, even in the last row? . . . Oh, well, give me the other two. . . . Now these are for next Saturday night? . . . You couldn't possibly save them till then? . . . Oh, all right then. . . . Yes, a ten-dollar bill. . . . Forty, one-forty, two-forty, four-forty—that's right. . . . And the curtain goes up at 8.30? . . . We'll be there by then. . . . Thank you so much."

AT THE SHOE STORE.—Mildy wants to put Massachusetts shoes on a Texas foot. Price no object. Always willing to lose \$16 on a pair of nines. Smart clerk reads nines on a client's hoof like phenologists read a customer's dome. Flap feet call for flattery. Corns on toe require plenty of salve. 2-B or not 2-B—that is the question for 5-B hoofs. "Very well, madame; you'll take these? Shall I wrap them up, or do you think you can walk home in 'em?"

The female of the species is more killing than the male.

Doris Doscher's Talks —on— Health and Beauty

A Beautiful Complexion Is the Result of a Perfect Digestive System.

Doris Doscher, the noted Health and Figure Improvement Expert, has been specially engaged by The Evening World to write for its women readers. She will answer questions relating to her articles.

Miss Doscher, adjudged by experts to have a perfect figure, posed for the figure on the new quarter and for many noted pieces of sculpture. She is also a lecturer for the Board of Education on subjects relating to exercise and health.

By Doris Doscher.

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ONCE DR. LEON claimed to have discovered the fountain of youth, and ever since woman has expected that each box from the "Beauty Shop" contains a similar rejuvenator. But she has spent her money and wasted her time in applying it, and finally realized that the beauty is only of the variety that the old colored mammy used to say: "Only skin deep, honey. Only skin deep."

If you saw a man whose automobile had stopped get out of the car and put all new time on before looking at his engine, you would think him very foolish, but this is exactly what you do when you try to put "on" beauty, instead of just having it a part of yourself.

A beautiful complexion comes from within. It is the result of a perfect digestive system. A beautiful body has for its foundation a strong bony structure, with the fat and muscles evenly distributed.

A beautiful carriage only comes from a good straight spine, plus the grace and buoyancy which is acquired from exercising and getting control of every muscle of the body.

You ask me: "How can I have a perfect digestion? If you drink plenty of pure water between meals, and also refrain from eating any food except at meal times and have your diet consist of properly balanced food, your digestion will be perfect and your complexion will be as fresh as a school girl's."

By engaging in the outdoor sports and persevering in your diet, this will give you the "body beautiful."

One of the greatest drawbacks is to be burdened with overweight, therefore diet is an important factor in the attainment of beauty as exercise. So many people make the mistake of reducing too quickly. This is not consistent with good health, and for this purpose they will often take drugs. There is only one right way to reduce, and that is to use a diet that is reducing, but is nourishing at the same time, and also to remember that lack of ambition, too much sleep and no physical exercise must enter into the consideration.

REDUCTION MENU.

BREAKFAST.

Juice of one orange.
One egg or a tiny bit of fish.
A piece of toasted gluten bread.

LUNCHEON.

A salad or a dish of spinach.
A few dates or prunes.
A glass of milk.

DINNER.

Peas and carrots or Brussels sprouts.
A small service of cold lamb or tongue with a little apple sauce.
One portion of gelatine.

Perhaps you will find the menu published to-day helpful in suggesting one day's rations.

Answers to Readers' Questions.

I AM trying in every way to increase my weight, but with no success; have a good appetite and am in good health, but as I am a business girl, do not find much time for exercise. Will you suggest some method of gaining weight in chest and bust, as I am 15 pounds under weight.

A. V. D.

You will increase your chest and bust by learning to breathe deeply, especially outdoors. Suppose you try walking part of the way to the office in the morning, taking good deep breaths. Also sit in correct position while at your work. Drink plenty of milk and eat green vegetables. When you take your morning bath, take a few arm exercises. To increase your weight, you must get plenty of sleep.

I wonder if you could send me advice on how to lose some weight. I am a college girl, fond of athletic activities, but still am too fat; am 5 feet 2 and weigh 152 pounds. My parents are Italian, and I am used to rich and starchy food. I am in despair, can you help me? L. M.

You are not the only girl of foreign parents who has found it a little hard to adjust her diet to our American climate and conditions. I should advise you to gradually drop one foreign dish at a time and in its place use a green vegetable, such as spinach. Also cut the quantity of your portions, refrain from all sweets between meals. Stick to your athletics, especially swimming.

I am nineteen years of age and weigh 140 pounds. Is that too much? I seem too stout in the bust, hips and face. My skin is not clear, I have pimples. Please give me a diet that will make me slender and clear my complexion, at the same time. C. S.

One hundred and forty pounds does seem a little too much, but if you are not very tall, it is always better to be ten pounds overweight than ten pounds underweight. For reducing your bust and hips I would suggest swimming. There is only one way to have a clear skin and get rid of your pimples and that is to eat the proper kind of food and refrain from anything between meals. Drink plenty of water, except at meal times. I think, my dear, you have been eating too many sweets, refrain from that during the hot weather especially. A daily cold shower, followed by a good rub will improve your circulation, thereby giving you a better complexion.

Courtship and Marriage

By Betty Vincent

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JEALOUSY seems to be the cause of many lovers' quarrels. Both young men and young women suffer from "green eyes." Now, don't allow this little monster to destroy your happiness. Make up your mind that you can trust your sweetheart, and every time he or she smiles at another young person do not misconstrue it and make a great ado about nothing.

"A. S. L." writes:
Dear Miss Vincent—I am nineteen years of age and have been keeping company with a young man of the same age for eighteen months. The other day he told me that he is going South and asked me if I would wait for him until he comes back. He is to be gone two years. I suggested that we become engaged, but he said he wouldn't do it for the best girl living. I know he cannot afford to buy a ring. I love this man and he told me he would keep his promise to me. Do you think I should take his word for it?

If you care for him I should certainly continue a friendship. You ought to be able to correspond and in that time learn to know each other very well.

"UNDECIDED" writes:
Dear Miss Vincent—I am acquainted with two young men. One is two years my senior and the other is one year my senior.

A club they both belong to is going to a dance and they have both invited me to go, but I am undecided which one to choose. I despise one and like the other, but the one I like is very indifferent and has lots of girls. Can you advise me?

Go with the one you like, of course. Let's hope he will like you so much that he will eliminate the other girls.

"BOB B." writes:
Dear Miss Vincent—I am twenty-four and very much in love with a young girl whom my father despises because they declare she is bowlegged. The girl is an excellent young woman and I've wondered if she could not have an operation. Please advise.

You will have to love her "for better or worse." Bob, bow legs or not. By the by, I don't believe she is the only young woman in New York suffering from that trouble.

"BAD AND LONELY" writes:
Dear Miss Vincent—suppose this is a much different case than any you ever had. I am seventeen and I have a sister two years my senior. She has been going with a chap for some time whom she loves very dearly, but he does not care for her. He loves me and has told me so many times and I adore him. My sister will not speak to me and cannot understand this at all. I love my sister, but, oh, Miss Vincent, what shall I do?

Read "The Rise of Silas Lapham" by William Dean Howells. This is a very similar story to yours and it may help you to solve your problem.

Good Croquette Recipes

By Emilie Hoffman.

CHICKEN.

CUT cold chicken into very small dice or pass it through the meat chopper. Put a tablespoonful of butter into pan and when melted stir in two even tablespoonfuls of flour, but do not let it brown. Add salt, pepper and flavoring. This may be either mace or a little onion juice, and about a cup of chicken stock. Stir until smooth. The yolk of an egg may be stirred in and the sauce strained. Add the minced chicken and let it boil down. Pour the mixture into a platter and let it get cold and firm, then form into oblong croquettes, roll in bread crumbs, dip into beaten egg and again in the crumbs and fry in hot fat. These should be served with either tomato, mushroom or cream sauce. Veal can be prepared in the same way.

HAM.

Take equal portions of minced cold

ham and left-over potatoes, add the yolk of an egg and season to taste. Minced parsley and red pepper make a pleasant seasoning. All croquettes are shaped, breaded and fried alike. Serve with either tomato or cream sauce and green peas or mushrooms.

BEF.
Minced cold beef and potatoes in equal quantities. Make a brown sauce, using the left-over beef gravy and season with Worcestershire sauce.

SWEETBREADS.
These make delicious croquettes and are prepared like chicken croquettes, using mushroom and shallots as flavoring.

FISH.
Pick over the cold fish. Make a white sauce same as for chicken croquettes, substituting fish stock for the chicken stock. Season with salt and pepper, either minced onion or onion juice, a bit of garlic and some chopped parsley. Stir in the fish and cook when cool shape and proceed in the usual way. Serve with tomato or parsley sauce.